

Exhibit 8

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Sint 5



Counseling Notice

Employee Information

Charles Truong	100916	2/22/2023
Employee Name	Employee Number	Date Prepared
Agent	615004	6/3/2019
Job Title	Job Number	Hire Date
Call Center Operations	22210	
Department	Department Number	

Counseling Action Details

Incident Type: Company Policy Violation		Date of Incident: 2/22/2023										
Counseling Action Details		Witness Involved/Guest Complaint										
<p>First Written Warning</p> <p>Second Written Warning</p> <p><input checked="" type="checkbox"/> Suspension Pending Investigation</p>		<table border="1"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>Witness(s) Involved:</td> <td><input checked="" type="checkbox"/></td> <td></td> </tr> <tr> <td>Guest Complaint:</td> <td></td> <td><input checked="" type="checkbox"/></td> </tr> </tbody> </table>			Yes	No	Witness(s) Involved:	<input checked="" type="checkbox"/>		Guest Complaint:		<input checked="" type="checkbox"/>
	Yes	No										
Witness(s) Involved:	<input checked="" type="checkbox"/>											
Guest Complaint:		<input checked="" type="checkbox"/>										
Counseled within the last 12 months?		No										
List dates and action taken:												

Details and/or Resolution

Placing Charles Truong on SPI due to violation of company policy - "Preventing Harassment & Discrimination Policy"
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Acknowledgements

Yelena Gorbovets	096357	2/22/2023
Issued By	Employee Number	Date
	096357	2/22/2023
Department Manager Signature	Employee Number	Date
		2/22/2023
Employee Signature		Date

I did not mean any harm towards anybody that is involved.
 I am SORRY for saying the word. I did not know the word
 is a bad word. Again I'm SORRY this happen